

Thoughts for a State-Wide Safety Initiative

Workers' Compensation Advisory Council

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Session Agenda

- Restating the core issue
- Overview of Safety Management
- Overview of WorkSafeBC framework
- Brainstorm results for MT initiatives
 - (within a BC-like framework)
- Launching your discussion...

Session Agenda...

The Core Issue -- Prevention

- Montana is higher than its peers in
 - Lost time injuries
 - Workplace fatalities
- Let's revisit the numbers...

Restating the core issue...

Montana Rates

Table 6. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2005, Bureau of Labor Statistics

Industry	Cases with days away		% Higher in Montana
	Montana	US	
Private industry	2.2	1.4	57.1
Natural resources and mining	3.6	1.8	100.0
Mining	3.1	1.5	106.7
Residential building construction	11.1	2.4	362.5
Manufacturing	3.7	1.5	146.7
Trade, transportation and utilities	2.0	1.7	17.6
Information	1.5	0.7	114.3
Financial activities	0.6	0.5	20.0
Finance and insurance	0.5	0.3	66.7
Professional and business services	1.2	0.7	71.4
Health care and social assistance	2.0	1.6	25.0
Leisure and hospitality	1.4	1.1	27.3

Restating the core issue...

Montana vs. the Study States

(from AFL-CIO/BLS)	WY	MT	SD	ND	KY	AR	KS
Employees	254418	413460	375707	328097	1757997	1147615	1305440
Establishments	23033	40118	29138	24841	106058	77630	82917
State or Fed OSHA	State	Fed	Fed	Fed	State	Fed	Fed
Fatality Rate: NA	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Fatality Rate: ST	16.8	10.3	7.5	6.3	6.3	6.1	5.5
Rank	50	49	46	42	42	39	35
Inj/Illness Rate: NA	4.6	4.6	4.6	4.6	4.6	4.6	4.6
Inj/Illness Rate: ST	5.8	6.6	n/a	n/a	6.2	5.0	5.3
% Above National	26.1	43.5	n/a	n/a	34.8	8.7	15.2
Number OSHA Inspectors	8	6	n/a	7	49	10	15
Number Inspections	392	378	180	262	1613	512	759
Insp. Per Inspector	49	63	n/a	37	33	51	51
Years to Reach All	58	101	153	89	65	145	103
Avg. Penalty: NA	881	881	881	881	881	881	881
Avg. Penalty: ST	515	626	559	664	1322	933	592

Restating the core issue...

Montana vs the Study States

(from AFL-CIO/BLS)	CO	TN	ID	UT	OR	WA	HI
Employees	2189516	2685491	614548	1115375	1652773	2766451	603668
Establishments	169474	131579	51889	81172	121435	209116	36038
State or Fed OSHA	Fed	State	Fed	State	State	State	State
Fatality Rate: NA	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Fatality Rate: ST	5.2	5.0	4.9	4.4	3.6	2.6	2.3
Rank	34	32	29	24	18	8	4
Inj/Illness Rate: NA	4.6	4.6	4.6	4.6	4.6	4.6	4.6
Inj/Illness Rate: ST	n/a	4.8	n/a	5.6	5.4	6.1	4.9
% Above National	n/a	4.3	n/a	21.7	17.4	32.6	6.5
Number OSHA Inspectors	26	60	8	19	83	119	24
Number Inspections	1252	2324	555	758	5041	7137	896
Insp. Per Inspector	48	39	69	40	61	60	37
Years to Reach All	133	57	89	107	24	29	40
Avg. Penalty: NA	881	881	881	881	881	881	881
Avg. Penalty: ST	886	885	643	1073	300	384	586

Restating the core issue...

Injuries & Business Size

- In general...
 - Smaller businesses appear to have lower recordable injury/illness rates
- Let's explore three examples...

Restating the core issue...

Injuries & Business Size

■ Private Industry Recordable Cases

■ Total of all sizes	4.6
■ 1 – 10	2.0
■ 11 – 49	4.1
■ 50 – 249	5.8
■ 250 – 999	5.2
■ 1000 +	5.2

Bureau of Labor Statistics: Incidence rates of total recordable cases of nonfatal occupational injuries and illnesses by quartile distribution and employment size, private industry, 2005

Restating the core issue...

Injuries & Business Size

■ Construction

■ Total of all sizes	6.3
■ 1 – 10	4.2
■ 11 – 49	6.7
■ 50 – 249	7.4
■ 250 – 999	6.5
■ 1000 +	5.2

Bureau of Labor Statistics: Incidence rates of total recordable cases of nonfatal occupational injuries and illnesses by quartile distribution and employment size, private industry, 2005

Restating the core issue...

Injuries & Business Size

■ Finance and insurance

■ Total of all sizes	1.7
■ 1 – 10	1.5
■ 11 – 49	1.7
■ 50 – 249	2.1
■ 250 – 999	1.8
■ 1000 +	.9

Bureau of Labor Statistics: Incidence rates of total recordable cases of nonfatal occupational injuries and illnesses by quartile distribution and employment size, private industry, 2005

Restating the core issue...

Injury Costs: Direct & Indirect

Direct Costs

- Workers' compensation
- Medical & legal costs
- Equipment damage
- Emergency services.

Indirect Costs

- Lost time -- injured employee, fellow employees, supervisors
- Loss of efficiency due to break-up of crew
- Training costs for new/replacement workers
- Time damaged equipment is out of service
- Loss of production for remainder of the day
- Damage from accident: fire, water, chemical, explosives, etc.
- Failure to fill orders/meet deadlines
- Overhead costs while work was disrupted
- *The unknown costs – human tragedy, morale, reputation!*

Restating the core issue

Injury Costs: To the worker...

Cost to workers and their families:

- Reduced income.
- Depletion of savings.
- Loss of assets (auto, home).
- Lost home production due to family members cutting back to help.
- Professional counseling.
- Caregiver services.
- Home modifications.
- Loss of education opportunities for other family members.

Restating the core issue

The Answer: Safety Culture

Safety Culture...

- Everyone feels responsible for safety and takes an active role.

Making the Change...

- Awareness → Attitude/Value → Behavior

Restating the core issue

Safety Management Overview

Key Components

- Finding & Fixing Hazards
- Programs and Operations
- Culture – Management & Employees
 - Public Awareness & Social Change

These components tie directly to a total social marketing/state-wide safety initiative.

Safety Management Overview...

Social Marketing

A British Columbia Model

- Prevention
- Service/business process
- Stakeholder communication
- Cultural/societal change
- Human resource
- Policy effectiveness
- Support

Social Marketing...

Social Marketing

Prevention stream

- Industry & labor partnerships
- Small business strategy
- Raising public awareness
- Young worker program
- High risk strategy
- Focus firm strategy
- Integrated compliance strategy
- Fatal and serious injury reduction
- Lessons Learned
- Occupational disease prevention

Social Marketing...

Social Marketing

Service/business process

- Integrated service teams
- Workplace alliances
- Small business support
- Customer-population segmentation
- Construction (key focus area)

Social Marketing...

Social Marketing

Stakeholder Communication

- Every message is:
 - Customer driven
 - Carries a common identity
- Goals:
 - Timely delivery
 - Measured outcomes
 - Two-way dialog

Social Marketing...

Social Marketing

Cultural/Societal Change

- Identify partners
- Mass market to youth
- Encourage business to report safety performance in annual reports
- Encourage CEOs to champion safety
- Partner with organizations to foster safety culture

Social Marketing...

Social Marketing

Human Resources

- Service culture
- Future focus
- Leadership
- Accountability
- Flexible/Adaptable/Adequately staffed

Social Marketing...

Social Marketing

Policy Effectiveness

- Policies should be:
 - Timely
 - Usable
 - Value-Adding

Social Marketing...

Social Marketing

Support

- Tools
 - Easy access
 - Available data
 - Single point of service requests
 - Claims management
- Streamlining/Continuous Improvement

Social Marketing...

Ideas for Montana

- Training/Education
 - New vocational-technical workers
 - Partner with OPI to create safety modules for instructors to deliver in classrooms
 - Youth campaigns
 - Web-based programs (e.g. – MSF, BC, etc.)
 - Paper-based programs (e.g. – Arkansas program)
 - Info for parents to share with kids
 - Delivered through employers
 - Employer Safety Days

Brainstorming results...

Ideas for Montana

- Training/Education (continued)
 - TV, Radio, Web advertising
 - Campaigns with insurers, associations, unions
 - Regional Focus Groups
 - DLI MOSHTI
 - Partnering with private trainers
 - Targeting ESH professionals
 - Educating business owners

Brainstorming results...

Ideas for Montana

- Partnership with Federal Agencies
 - OSHA/MSHA
 - Use of compliance support resources
 - Alliances/Partnerships for training
 - Regional Emphasis Programs
 - Award programs
 - Joint seminars

Brainstorming results...

Ideas for Montana

- Partnerships with Stakeholders
 - Consistent messages
 - Sharing injury/illness data
 - Using all resources
 - Unions, Associations, Chambers, Farming Extension, 4-H, medical providers, etc.

Brainstorming results...

Ideas for Montana

■ Resources

- Employers, Associations, Extensions, Unions & Insurers
- State Bureaus
- Federal Agencies
- Existing Legislation
 - Improving the Montana Safety Culture Act
 - Adding regular safety meetings
 - Adding enforcement
- New Legislation...

Brainstorming results...

The Path Forward

■ Recommendations

- Encourage a state-wide framework like the BC model
- Encourage initial staffing similar to the MT Meth Project
 - Project management and safety expertise to:
 - Facilitate meeting goals for a state-wide program
 - To coordinate stakeholders for each component
 - To ensure a common message

■ Deadlines

- Proposed legislation, July, 2008
- Draft text, September, 2008

Launching the discussion...

